



# COMMISSION ON HUMAN RELATIONS

## LOS ANGELES COUNTY

*"Enriching lives through effective and caring service"*

November 3, 2022

### MEMORANDUM TO THE COMMISSIONERS

FROM: Ilan Davidson, President

SUBJECT: Commission Meeting- **Monday**, November 7, 2022

Our Commission will meet on Monday, November 7, 2022 at 12:30 p.m.,  
If you wish to join Via **Teams Calendar Invitation** [Click here to join the meeting](#)  
If you are unable to do so, you may Dial: [+1 213-204-2512,,980587174#](tel:+12132042512980587174)

Attached is the Agenda, Draft Minutes of October 3, 2022 and other pertinent information for your review and approval.

If you are unable to join the meeting, please call me at (213) 639-6089 no later than 9:00 a.m., Monday, November 7th.

Grace

*Grace Löwenberg*  
*L.A. County Commission on Human Relations*  
*510 S. Vermont Ave., 11<sup>th</sup> Floor*  
*Los Angeles, CA 90020*  
*(213) 639-6089*

**Ad Hoc Committee on Policing and Human Relations will meet prior to Commission meeting, via Teams Conference Call November 7th from 10:00-11:30 am.**  
**Members:** Commissioner Isabelle Gunning, Chair, Preeti Kulkarni, Derric Johnson, Jeanette Ellis-Royston, Fredrick Sykes, Sandra Thomas and Gay Yuen.  
**Staff:** Robert Sowell, Joshua Parr, and Pierre Arreola

#### Human Relations Commissioners

Ilan Davidson  
President

Isabelle Gunning, Esq.  
Vice President/Secretary

Derric Johnson  
Fredrick Sykes  
Sandra E. Thomas, Ph.D.  
Vice Presidents

Michael Gi-Hao Cheung  
Helen L. Chin  
Lisa Michelle Dabbs  
Dandy De Paula  
Azusena Favela  
Kevork Keushkerian  
Preeti P. Kulkarni G  
Guadalupe G. Montañó, Ed.D  
Jeanette Ellis-Royston  
Gay Q. Yuen, Ph.D.

Honorary Member  
Philip R. Valera  
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Human Relations Staff  
Robin S. Toma, Esq.  
Executive Director

Robert Sowell  
Assistant Executive Director

#### Intergroup Relations Specialists

Pierre Arreola  
Roland Gilbert  
April Johnson  
Monica Lomeli  
Josh Parr  
Gustavo Partida  
Fidel Rodriguez  
Terri Villa-McDowell  
Marshall Wong

#### Administrative Staff

Grace Löwenberg  
Siranush Vardanyan  
Sharon Williams

#### Board of Supervisors Holly J. Mitchell, Chair

Second District  
Hilda L. Solis

First District  
Second District

Sheila Kuehl  
Third District

Janice Hahn  
Fourth District

Kathryn Barger  
Fifth District

Fesia Davenport  
Chief Executive Officer



Los Angeles County Commission on  
Human Relations - 510 S. Vermont Ave.  
Los Angeles, CA 90020  
(213) 738-2788

**AGENDA**  
**MEETING OF THE COMMISSION**  
**Monday, November 7, 2022 – 12:30-2:00 pm**  
Via MS Teams Video and Audio Conferencing [213-204-2512,,980587174#](https://teams.microsoft.com/join/213-204-2512-980587174)  
[Click here to join the meeting](#)

Our mission: to transform prejudice into acceptance, inequity into justice, and hostility into peace

- 1. Call to Order and Land Acknowledgement (12:30)**
- 2. Motion** finding a state of emergency continues to directly impact the ability of the members to meet safely in person, and state/local officials continue to impose or recommend measures to promote social distancing.
- 3. Review & Approval of October 3, 2022 Meeting Minutes\* (12:33)**
- 4. President's Report (12:35)**
  - 4.1. Spotlight on Commission Partners: Andrea Welsing, MPH, LA County Office of Violence Prevention
  - 4.2. Other items
- 5. Executive Director's Report (12:45)**
  - 5.1. Update on the Stop the Hate network and other Commission priorities\*
  - 5.2. Administrative updates including IAOHRA contribution from EO
- 6. Committee Reports (12:55)**
  - 6.1. Ad Hoc Committee on Policing and Human Relations (Gunning)
  - 6.2. Ad Hoc Committee on Strategic Planning (Kulkarni)
  - 6.3. John Anson Fords Awards Event (JAF) Committee (Montaño)
  - 6.4. LA vs Hate Committee (Montaño)
- 7. Public Comment (3 minutes per person) (1:05)**
- 8. Action/Discussion Items (1:10)**
  - 8.1. FY 2022-23 Committees and their membership\*
  - 8.2. Follow up on Sheriff Accountability and LA City Council aftermath\*
  - 8.3. Location of Commission Offices
  - 8.4. Feedback/Public Comment received re: Proposed Strategic Plan 2022-25\*
- 9. Commissioner Announcements (2 minutes per Commissioner) (1:55)**
- 10. Adjournment** in honor of Sheila Kuehl, soon-to-retain LA County Supervisor **(2:00)**

*For translation to other languages o para más información en español, call (213) 738-2788 or email us.*

\* Denotes that this agenda packet includes written material regarding the agenda item.

Meetings are held in English. If interpretation in other languages or accommodations for persons with disabilities are needed, please contact the Commission at (213) 738-7288 at least 3 business days before the meeting. The meetings of the Human Relations Commission are accessible to persons with disabilities.



# Los Angeles County Commission on Human Relations

510 South Vermont Avenue, 11<sup>th</sup> floor  
Los Angeles, California, 90020  
www.lahumanrelations.org  
(213) 738-2788

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[PROPOSED] MINUTES  
COMMISSION ON HUMAN RELATIONS  
Meeting of October 3, 2022  
Via Microsoft Teams Video & Audio Conferencing

PRESENT: Helen L. Chin  
Lisa Michelle Dabbs  
Ilan Davidson  
Dandy De Paula  
Jeanette Ellis-Royston  
Azusena Favela

Isabelle Gunning  
Kevork Keushkerian  
Preeti P. Kulkarni  
Guadalupe G. Montaña  
Fredrick Sykes  
Gay Yuen

STAFF: Grace Lowenberg  
April Johnson  
Robert Sowell

Robin S. Toma  
Siranush Vardanyan

GUESTS: Lorayne Lingat  
Dianna Malak Lopez

- 1. Call to Order and Land Acknowledgement of Indigenous Peoples:** Commission President Ilan Davidson called the meeting to order at 12:32 p.m. with a quorum in attendance. He acknowledged the indigenous peoples, the Gabrielino/Tongva, Tataviam, and Chumash, who were the first human inhabitants of the lands on which we reside in our county, and whose descendants are still residing here today.
- 2. Motion:** The Commission finds that a state of emergency continues to directly impact the ability of the members to meet safely in person, and/or state or local officials continue to impose or recommend measures to promote social distancing. Commissioner Fredrick Sykes made the motion as stated, and Commissioner Dandy De Paula seconded. The motion passed unanimously.
- 3. Review & Approval of September 12, 2022 Meeting Minutes:** The motion was moved by Commissioner Guadalupe Montano to approve the minutes of the Commission meeting of September 12, 2022, as presented by Vice-President/Secretary (VP Sec.) Isabelle Gunning. Commissioner Sykes seconded the motion. The motion passed unanimously.
- 4. President's Report**

**4.1 Spotlight on our Partners: Dianna Malak Lopez of Special Service for Groups (SSG), LA vs Hate Partner:** President Davidson welcomed partner Dianna Malak Lopez from Special Service for Groups (SSG), a nonprofit health and human service organization, and one of our LA vs Hate Partners. Ms. Lopez is currently the Director of Strategic Development and Partnerships for the agency and has worked hand in hand with Naomi Kageyama and Rick Eng (under SSG Executive Director Herb Hatanaka's leadership) to help launch and modify their part of the LA vs Hate program to ensure responsiveness to the trends that are happening across the county. Ms. Lopez shared her screen to make a presentation about SSG stating that they are a nonprofit health and human services organization, incorporated in 1952, and works with communities to identify the problems and develop solutions for communities with services in behavior health, homeless and housing, HIV/AIDS, language access, and more across the county in over 13 languages, serving all age groups. Additionally, their behavioral health services include early intervention programs targeting individuals who may be at risk of developing mental health disorders in addition to more severe and persistently mentally ill populations who may need intensive services around the clock. Ms. Malak Lopez continued to share more about other services such as forensic or criminal justice services, and crisis help with relationships with law enforcement entities as a resource if needed. Ms. Malak Lopez stated that they want to make sure that identified communities are really accessing the best information about how to address hate acts in their communities by focusing on educating stakeholders, including law enforcement and prosecutors, who are most likely to encounter victims so that they are culturally competent when dealing with a victim of a hate crime. Ms. Malak Lopez and SSG are proud of the services and programs that they deliver, including LA vs Hate, as they have 1100 employees that are based at over 30 locations throughout the state in over 13 languages and that they serve over 20,000 clients. Commissioner Preeti Kulkarni asked about working with the AAPI Community, and about the SOAR Program. Ms. Lopez responded by explaining that the distinction is important, so SSG addresses all acts of hate against all people, all clients coming through the LA vs Hate 211 line, as they are unsure if they experienced a crime or an incident. Lastly, VP Sec. Gunning suggested having a centralized place where materials and resources are available so that advocates in the community can access and share the information.

**4.2 Other Items:** President Davidson invited Commissioner Gay Yuen to share about the recent Chinese American Museum (CAM) 26<sup>th</sup> Annual Historymakers Awards Gala at the Bonaventure Hotel, which was attended by several commissioners and staff (thanks to Supervisor Solis and Commissioner Yuen's complimentary invitation). Commissioner Yuen shared that there were over 600 attendees at the Gala and funds were raised for CAM's education programs. She added that annually the money that is raised at the Gala pays for about 30% of the operational costs. Commissioner Yuen thanked the attendees.

## **5 Executive Director's Report**

**5.1 Update on Relevant Board Actions re: Commission Budget (Measure B, ARPA 2<sup>nd</sup> Tranche):** ED Toma shared that the Board of Supervisors passed Measure B funds (ongoing funding for LA vs Hate), which means that a little over \$1,000,000 will be received each year in order to help provide for the core program components of LA vs Hate. Additionally, some staff positions will become permanent/ongoing with those funds. ED Toma added that we also recommended that the second ARPA tranche of one-time funding of \$1,000,000 will be received, and this was also passed by the Board, which means we may be able to see more Dream Resource Centers (DRCs) at schools around the county. ED Toma thanked the Commissioners for their efforts with this. Commissioner Azusena Favela asked whether there is support from the CEO office to continue funding the DRCs or whether new sources will be explored. ED Toma responded that it is not yet clear that this funding will be

ongoing; however, demonstrating the effectiveness of the resource centers will be beneficial in getting continuous funding.

## **5.2 Report on In-Person Meetings and Programs, Including Annual Hate Crime Report and Cerritos**

**Event:** ED Toma shared that the Board of Supervisors office had an in-person meeting recently; it is an indicator that we will be going back to the office more and having in-person Commission meetings. We are preparing the technology for hybrid (in-person and online) meetings, and Commissioners need to decide whether they will be attending in person, or from another location, the address of which will need to be posted on public meeting notices. Commissioner Favela asked whether a space or office will be provided on site so that Commissioners can continue to work from the office space for the remainder of the day. ED Toma responded that the county is working on setting up office locations in public libraries for this reason, but will also look into that option. ED Toma moved on to report that the Annual Hate Crime Report is being worked on very diligently by staff and will likely be released at the end of November. However, there is a delay since there are many more submissions of hate crime reports from law enforcement and partners than we have had in the past years. This may be because there are more hate crimes happening, but also because there has been an increase in reporting through our LA vs Hate system and partners' systems. Lastly, ED Toma shared that there was an anti-hate event recently at Knabe Regional Park in Cerritos which Supervisor Hahn had joined as a sponsor and invited LAVsHate to support. It turned out that the leader of the main group that organized the event had been posting on social media publicly of what appeared to be a hate vandalism that he carried out in order to get a refund from an Indian restaurant, so both Supervisor Hahn and LA vs Hate withdrew as sponsors and participants in the event. Our public statement is included in the meeting packet.

## **6 Committee Reports**

**6.1 Ad Hoc Committee on Policing & Human Relations:** Committee Chair Isabelle Gunning shared that there have been discussions about having something on the website that would coincide with the ballot measure around Sheriff accountability. Specifically, we would post a letter which tracks the history of police reform in Los Angeles County, mention the new measure and indicates pros and cons. Additionally, would like to get information on the website by posting five clips from our hearings. In particular, they are from four of the districts from the Women and LGBTQ hearing. ED Toma agreed that it is important to have useful information for the public about our work and our action as a Commission to recommend to the Board of Supervisors that they place the accountability measure on the ballot. Lastly, VP Sec. Gunning shared that they would like to support trauma-informed policing by nurturing community members who are involved in that kind of crisis intervention, as well as supporting the police.

**6.2 Ad Hoc Committee on Strategic Planning:** Commissioner Kulkarni stated that a meeting has not occurred since the last Commission meeting and asked ED Toma to share any updates. ED Toma stated that the Commission's Proposed Strategic Plan for 2022-25, which the Commission has adopted, was put out for public comment and we are nearing the end of the 30-day period. The feedback will be pulled together and shared during the next meeting.

**6.3 John Anson Ford Awards Event (JAF) Committee:** Commissioner Guadalupe Montaña shared that the John Anson Ford Awards (JAF) will be held on Tuesday, January 17<sup>th</sup> at 10 a.m. at the Hall of Administration balcony of the 8<sup>th</sup> floor. Commissioner Montaña urged everyone to look at the nomination packet form, which was in the packet for this meeting, and to submit nominations by October 14<sup>th</sup>.

**6.4 LA vs Hate Committee:** Commissioner Montaña stated that November 13-19<sup>th</sup> is United Against Hate Week and there will be a proclamation at the Board of Supervisors meeting on October 25<sup>th</sup> where staff will be wearing the LA vs Hate t-shirts. Secondly, LA vs Hate is taking part in LA Metro's first ever a Summit this Saturday, October 8<sup>th</sup> at the Union Station. Lastly, Commissioner Montaña shared that the LA vs Hate Committee is working closely with Asian American organizations to investigate and address a series of anti-Asian hate incidents in Rancho Palos Verdes, which residents feel have gone unaddressed by the Sheriff's substation there. Additionally, other issues that LA vs Hate is currently working on include flyers supporting white supremacy appearing in Burbank, and a white supremacist conference held in Torrance this past weekend, and a report of bullying against Asian elementary school students in Beverly Hills. President Davidson added that the faith communities as well as the police departments are recognizing the level of anti-Semitism that was anticipated to be at a conference (featuring Steve Bannon) in Torrance, and are very supportive in opposing it. However, even with phone calls to the hotel DoubleTree Hilton Hotel in the South Bay, encouraging them to cancel their contract, it did not. ED Toma also shared that Supervisor Hahn's staff contacted the hotel to express concern from county government.

7 **Public Comment:** None.

## 8 **Action/Discussion Items**

**8.1 Revisit FY 2022-23 Committees and their Membership:** President Davidson asked for all Commissioners to look at the committee list once more. He would like to give the opportunity for each committee chair to say a few words about the committee and what they do. However, this item was continued to the next meeting, without objection, in the interest of time.

**8.2 Commission Activity re: Measure A:** ED Toma shared his screen to show information about the guidelines and limitations on Human Relations Commission (HRC) regarding educating the public about Measure A (relating to amending the county charter to allow for the Sheriff to be removed by the Board for misconduct), specifically since Measure A has qualified for the ballot. County agencies and officials are restricted by state law on the types of activities they may engage in on County time and using public resources, in relation to a ballot measure or proposition. VP Sec. Gunning inquired whether it would be permissible to share that the Commission had communication with the Board of Supervisors to encourage that this measure was adopted. ED Toma explained that the Commission's recommendation to the Board of Supervisors to place a measure on the ballot was public, and are reasons for doing so are also public information. However, there may be gray areas and that it may be best to have some engagement with County Counsel if we have any questions about this.

**8.3 Location of Commission Offices:** This was tabled due to lack of time without objection.

**8.4 JAF Trust Fund support for IAOHRA conference:** ED Toma shared that we have a balance currently of about \$60,000 in the John Anson Ford Trust (JAF) fund. The motion was made by Commissioner Jeanette Ellis-Royston to approve an expenditure of \$300 from the JAF fund if no other funds are able to be secured from other resources to support the Gr818ers' attendance and participation at the IAOHRA 2022 Conference in LA; seconded by VP Sec. Gunning. The motion passed unanimously.

**8.5 Feedback/Public Comment Received Regarding: Proposed Strategic Plan 2022-25:** Due to a lack of time, this was tabled without objection to the next meeting.

- 9 **Commissioner Announcements:** President Davidson shared that the deadline for the JAF nomination is October the 14<sup>th</sup>. Commissioner Gay Yuen confirmed that she is currently still a member of the Policing Committee.
- 10 **Adjournment:** President Davidson invited a motion to adjourn the meeting in memory of ED Toma's sister April Toma. Without objection, the meeting was adjourned.

Respectfully submitted,

Isabelle Gunning  
Commission Vice President-Secretary



Los Angeles County

# Commission on Human Relations

510 S. Vermont Avenue  
Los Angeles, CA 90020

(213) 738-2788

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## COMMISSION FACT SHEET

### COMMISSION ON HUMAN RELATIONS

Robin S. Toma, Executive Director  
(213) 639-6089  
info@hrc.lacounty.gov

#### ABOUT

For nearly 65 years, the Los Angeles County Commission on Human Relations has been promoting better human relations and helping build vibrant, thriving communities by working to transform prejudice into acceptance, inequity into justice, and hostility into peace.

Our work includes

- **Consultation** – to promote thorough, accurate understanding, and identify needs for addressing prejudice, advancing justice, and building peace
- **Assessment** – to gather, verify, and disseminate accurate information for preventing and responding to hate activity and other threats to healthy intergroup relations
- **Advocacy** – to ensure ignored voices are heard and excluded groups are engaged and empowered, and needed changes in practices, policies, and systems are brought about
- **Training** – to foster attitudes and cultivate skills for effective collaboration across boundaries of difference to advance equity
- **Coalition-Building** – to catalyze and support partnerships for synergistic impact in building community and eliminating bias-motivated hostility

#### WEBSITE

- <https://hrc.lacounty.gov/>

#### USEFUL INFORMATION AND LINKS

- LA County's Anti-Hate program, "LA vs Hate" [LA vs. Hate \(lavshate.org\)](http://lavshate.org)
- Annual Report of Hate Crime in LA County [2020-Hate-Crime-Report-LA-County.pdf \(lacounty.gov\)](https://lacounty.gov/files/2020-Hate-Crime-Report-LA-County.pdf)
- Policing and Human Relations Initiative [Policing and Human Relations Initiative – Human Relations Commission \(lacounty.gov\)](https://lacounty.gov/files/Policing-and-Human-Relations-Initiative-Human-Relations-Commission.pdf)

 **HOLLY J. MITCHELL**  
LOS ANGELES COUNTY SUPERVISOR • 2ND DISTRICT

2ND DISTRICT **RACIAL JUSTICE**  
LEARNING EXCHANGE

RESILIENCE & SOLIDARITY IN HISTORIC CRENSHAW

**Walking Tour**  
of the  
**Historic Crenshaw District**  
in **South LA**  
and  
**Bystander Training**

Learn more about the historic landmarks that connect the cultures of Japanese and African Americans in the Crenshaw community and gain the skills to help stop hate-based harassment

**Friday**  
**Oct 28**  
2:00 - 4:00 p.m

**Lula Washington Dance Theater**  
**3773 Crenshaw Blvd.**  
**Los Angeles, 90016**




[bit.ly/RJLE-Oct-28](https://bit.ly/RJLE-Oct-28)

[bit.ly/RJLE-Oct-28](https://bit.ly/RJLE-Oct-28)

**RSVP REQUIRED**





## COUNTYWIDE CRIMINAL JUSTICE COORDINATION COMMITTEE

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### MEETING AGENDA

November 2, 2022 – 12:00 p.m.

To join via Microsoft Teams: click [HERE](#)

To join via telephone: call (213) 204-2512; conference ID: 314 787 963#

- I. CALL TO ORDER / INTRODUCTIONS Supervisor Holly J. Mitchell  
*Chair, CCJCC*
- II. GENERAL PUBLIC COMMENT
- Public comment period to address CCJCC-related subject matters
- III. APPROVAL OF THE SEPTEMBER 14, 2022 MEETING MINUTES Supervisor Holly J. Mitchell
- IV. L.A. vs. HATE Robin Toma  
*Executive Director*  
*County Commission on Human Relations*
- Status update on L.A. vs. Hate and collaboration with local law enforcement partners, as requested at the April 13, 2022 meeting
- Terri Villa-McDowell*  
*L.A. vs. Hate – Program Coordinator*
- V. INFORMATION SYSTEMS ADVISORY BOARD (ISAB) Thomas Kooy  
*Director, ISAB*
- Status update on ISAB’s current projects and priorities to facilitate data sharing and systems integration within the criminal justice system
- VI. VICTIM SERVICES Tanishia Wright  
*Director, Bureau of Victim Services*  
*District Attorney’s Office*
- Overview of services and support available through the District Attorney’s Bureau of Victim Services
- VII. ADJOURNMENT

*If you would like more information, please contact (213) 974-8398 or visit <http://ccjcc.lacounty.gov>*



Los Angeles County Commission on Human Relations  
510 W. Vermont Avenue  
Los Angeles, CA 90020  
(213) 738-2788

**AGENDA**  
**MEETING OF THE AD HOC COMMITTEE**  
**ON POLICING & HUMAN RELATIONS**

**Monday, November 7, 2022**  
**10:00AM – 11:30AM**

**Via Microsoft Teams**  
**Or Call In at +1 (213) 204-2512**  
**Phone Conference ID: 194 722 168#**  
**Los Angeles County, CA**

*Our Mission: To transform Prejudice into Acceptance, Inequity into Justice, and Hostility into Peace.*

**Members:** Commissioners Isabelle Gunning, Sandra Thomas, Preeti Kulkarni, Fredrick Sykes, Derric Johnson, Jeanette Ellis-Royston, Gay Yuen, Tonya McKenzie

**Guests:** Intern Cynthia Chockalingam

**Staff:** Robin Toma, Robert Sowell, Monica Lomeli, Pierre Arreola, Joshua Parr

**AGENDA**

- I. Discussion: Impact of City Council Scandal – 30 Minutes
- II. Discussion: Project Updates – 40 Minutes
  - a. Sheriff Accountability
  - b. Trauma-Informed Policing
  - c. Staff-Committee Communications
- III. Discussion: County Updates – 10 Minutes
  - a. Public Safety Cluster
  - b. Alternative Crisis Response Convenings
  - c. Care First Community Investment Initiative
  - d. Countywide Criminal Justice Coordination Committee
- IV. Discussion: Future Business – 10 Minutes
  - a. Current Events

## Los Angeles County Commission on Human Relations

### COMMITTEES FOR FY 2022-23\*

(As of November 4, 2022)

| JAF AWARDS<br>EVENT COMMITTEE        | AD HOC COMMITTEE<br>ON POLICING<br>PRACTICES AND<br>HUMAN RELATIONS   | COMMITTEE ON<br>POLICY<br>AND ADVOCACY<br>COMMITTEE | AD HOC COMMITTEE<br>ON STRATEGIC<br>PLANNING | LA VS. HATE<br>COMMITTEE                     |
|--------------------------------------|---|---|--|--|
| <i>Guadalupe Montañó<br/>(Chair)</i> | <i>Isabelle Gunning<br/>(Chair)</i>   | <i>Guadalupe Montañó<br/>(Chair)</i>                | <i>Preeti Kulkarni<br/>(Chair)</i>           | <i>Guadalupe Montañó<br/>(Chair)</i>         |
| Ilan Davidson**                      | Derric Johnson  | Isabelle Gunning                                    | Jeanette Ellis-Royston                       | Helen Chin                                   |
| Kevork<br>Keushkerian                | Preeti Kulkarni   | Derric Johnson                                      | Guadalupe Montañó                            | Isabelle Gunning                             |
| Sandra Thomas                        | Jeanette Ellis Royston  |   |  | Derric Johnson                               |
| Gay Q. Yuen                          | Fredrick Sykes  |   |  | Guadalupe Montañó                            |
|                                      | Sandra Thomas   |   |  | Gay Yuen                                     |
|                                      | Gay Yuen  |   |  |  |
|                                      | <i>Tonya McKenzie<br/>(non-commissioner<br/>member)</i>   |   |  |  |
| Staff:<br>Robert Sowell              | Staff:<br><ul style="list-style-type: none"> <li>• Robert Sowell</li> <li>• Monica Lomeli</li> <li>• Pierre Arreola</li> <li>• Joshua Parr</li> </ul> | Staff:<br>Robin Toma                                | Staff:<br>Robin Toma<br>Robert Sowell        | Staff:<br>Robin Toma<br>Terri Villa-McDowell |

(\*) Our Commission Bylaws (Article IX) require that each year, our Commission ratify the committees and its members.

(\*\*) The Commission President is an ex-officio member of all committees, per the Commission's Bylaws.

Compilation of Feedback on LACCHR Proposed Strategic Plan FY 2022-25

General Affirming

|    |  |
|----|--|
| 1  | We appreciate the partnership with the HRC on several of our efforts to reform policing in South Pasadena over the years. We support the HRC's plans to continue partnering with community-based organizations such as ours and to try to find ways to be even more responsive to our needs. We see that the Strategic Plan includes increasing these partnerships across several of the HRC's programs in the coming years, and we also support that. |
| 2  | This is an outstanding document. Truly inspirational. I appreciate the invitation to review it. You inspire me to do better here in LAUSD.   |
| 5  | I read through the draft strategic plan but don't have any suggestions. I am impressed with the specific goals and am inspired to see if we can do something similar here at Culver City.  |
| 7  | First let me acknowledge and appreciate the work that the LA County Human Relations Commission has done for many years.  |
| 8  | I was blown away by reading the Strategic Plan and the vision for achieving the mission of promoting better human relations in Los Angeles County by working to transform prejudice into acceptance, inequity into justice, and hostility into peace. I love that your mission also includes language focusing on equity and uplifting and protecting our most vulnerable.   |
| 9  | I have thoroughly reviews you draft strategic and think the LACCHR is on the right track. I can't wait to see this plan implemented and look forward to working with the county to help make my  |
| 11 | Congratulations. The plan is both aspirational and practical.  |

General Recommending

|   |   |
|---|---|
| 1 | from the ground, we can't tell which organizations are partnered with the HRC and the depth and reach that the HRC has in our communities. We recommend the HRC to make public its partnerships with community-based organizations, and to use its role as a central organizing agency to help us make connections across the county.   |
| 4 | please take into "great consideration when doing your job" the human need for peace of mind and soul that come from clean air, open green space and sights of wildlife. Don't "support the exploitation of nature."   |
| 6 | We are writing to urge LACCHR to explicitly consider and include people with disabilities in its 2022-2025 Strategic Plan. While we strongly agree with LACCHR's stated attention to race and ethnicity, we ask that the Strategic Plan go further, and engage in an intersectional analysis to more effectively identify issues and propose solutions. From our experience advocating for the liberation of our diverse communities of people with disabilities, we know that taking an intersectional approach renders the most expansive, effective, and efficient results towards interrupting the systemic oppression of marginalized people.                      |
| 8 | the only thing I see missing is a specific strategy on how you plan to engage the youth and future generations within this work. However, that can be addressed when identifying the organization's you plan to work with.  |
| 9 | I would ask that you pay special attention to SPA 1 and the Antelope Valley section of district 5! My district and SPA is greatly under serviced compared to the rest of the county and it seems sometimes as if we have fallen through the cracks. The sheriff departments in Lancaster and Palmdale are like night and day Lancaster station seems disconnected from their community , while Palmdale Station is very much i touch with the community. Personal as a transgender person I would rather deal with the Palmdale station then I would with the Lancaster station as Lancaster has always to go when it comes to LGBTQA Inclusiveness and race relations. |

Mission, Vision, and Values pgs 2-3

|   |   |
|---|---|
| 7 | One of the things that came to mind initially was to understand the difference between the work that ARDI (Anti-Racism, Diversity, & Inclusion) does and that of the Human Rights Commission. It seems that the work overlaps. The County may have defined the distinctions, and that might be a good thing to have explained on each of your websites: <a href="https://hrc.lacounty.gov">https://hrc.lacounty.gov</a> and <a href="https://ceo.lacounty.gov/ardi/">https://ceo.lacounty.gov/ardi/</a> The vision and core values statements of the proposed strategic plan are clear. |
| 8 | I feel like everyone having an "equal opportunity" throws me off a bit.   |

Definition pg 4

|   |  |
|---|--|
| 7 | I wonder if the definition of "human relations" could be more succinct?  |
| 8 | I love that you defined what you mean by human relations and including in your strategy the idea of responding to hate in a non violent way or "transforming hostility into peace" |

Strategic Priority 1 pgs 5-6

|   |   |
|---|---|
| 2 | I'm stumbling over the parenthesized content since those are programs not types of school. Does LA vs Hate run the Dream Resource Centers and the LA Co Community School Initiatives or partner with them? Maybe schools needs to be inside the parenthesis. something like ... "This priority will also build on our longtime work with young people, particularly students, through various initiatives (LA vs Hate, ARP-funded Dream Resource Centers, LA County's Community Schools Initiative, etc.)." Needs a period at after the end-parenthesis.  |
| 2 | Goal 2 - For parallel construction, maybe at least "1" intervention that. One-word numbers, like 3 and 1, are usually spelled out in text (also 3 and 15 on page 10).   |
| 3 | In addition, we recognize that migration is a human right, and therefore support the fight for humane immigration reform and better treatment of those seeking asylum in our borders. Goal 1 - recommend removing the word "cultural" and inserting the word "migration"  |
| 7 | It makes sense that the Commission can help prepare more people with the knowledge, skills, and abilities to respond to human relations issues. However, I'm not sure that the Commission can prepare more people with "values." We can state the values of the LA County Commission on Human Relations. Identify and influence those who impart values? Families, faith traditions, schools, media, and what else? 2 If I read Goal #2 correctly, the Commission will offer three informational and action planning events on different human relations topics/issues, and will be able to describe a Commission intervention that has contributed to significant positive change. |

Strategic Priority 2 pgs 7-8

|    |   |
|----|---|
| 2  | Goal 1 - I stumbled here on the three groups. You want to help the criminal justice system reform their treatment of three specific groups -- one group that is affected by housing insecurity, one group that is affected by policing inequity, and a third group affected by issues of fairness? Is there a list of the groups who meet these criteria? Are these distinct groups or is it possible that one group will meet all three criteria?  |
| 3  | recommend adding "and immigration detention" to 5th sentence; change end of last sentence to: "that impact policing and immigration enforcement in LA County, such as the state's Racial and Identity Profiling Act. Goal 1 - add "immigration status" to "repression based on race, class and other protected characteristics"   |
| 6  | Strategic Priority 2 currently makes no reference to people with disabilities, even though disabled people, particularly disabled BIPOC, are dramatically overrepresented in the criminal legal system. In fact, according to the Bureau of Justice Statistics, people incarcerated in prisons are nearly three times as likely to report having a disability compared to the nonincarcerated population, and people incarcerated in jails are more than four times as likely. Additionally, people with disabilities have a higher cumulative probability of arrest than those without disabilities, and that probability increases disproportionately for disabled people of color.   |
| 7  | It's critical that the Commission continue the work identified in the report "Redefining Policing with our Community." It may be enough to point out the need to address policing practices that undermine police-community relationships, without having to include, "triggered the largest episodes of largest racial/ethnic violence in the history of Los Angeles." Achieving major system reforms in three areas of the criminal legal system is an ambitious goal. It will be interesting to see how these areas are identified, what strategies would be implemented, and what measurements would constitute success. Yes! Chief Michel Moore has often asked for co-response services and/or non-law enforcement alternatives, citing the fact that police are not qualified to address things such as homelessness, mental health, substance abuse, and other non-criminal issues. |
| 10 | Promoting community safety more generally to support the public welfare could be a goal or separate priority. Make explicit statements about that. Helpful for staff to refer back to Strategic Priorities during external consultations and communications to tie work back into the bigger picture. "we must move beyond policing" sounds like abolition. Rewrite to say policing as only one public safety strategy. Goal 1 - Include court and justice system because plenty of bias present in those systems. Research study on how sports results impacted judge decisions. Highlight all the steps to include all players for systemic change.   |
| 11 | The one topic I suggest could be added is LA County HRC leadership to educate local communities on how to access, interpret and use the AB953 Racial and Identity Profiling Act (RIPA) data to reform their local law enforcement agencies. Large law enforcement agencies (waves 1, 2 and 3) have already been mandated to collect officer stop data beginning in 2019, 2020 or 2021. Headlines have been made describing the reforms resulting from the use of these data. But the data don't speak for themselves. They need to be interpreted before they can be used. Wave 4 (smaller departments) are currently gathering their initial data for reporting to the State by April 1, 2023. They will need HRC support to enable reformers in these small cities leverage the data for change. Adding that commitment to the LA County HRC plan would be very welcome.                  |

Strategic Priority 3 pgs 9-10

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|  |  |
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|    |   |
|----|---|
| 1  | We believe the HRC is uniquely positioned to facilitate the right level of government response when hate incidents and crimes do occur, and we hope that can be considered as part of the HRC's plans for the coming years. In May 2021, we reported seven (7) hate incidents against BLM protestors to the 211 LA County Anti-Hate hotline and received no follow up. While we understand the LA v. Hate campaign may have just been starting, launching a government program with no follow through deteriorates public trust in government systems and enables people to commit hate crimes knowing there will be no consequences. We are interested in the performance metrics of the LA v. Hate campaign, and whether the program has delivered results proportionate to the use of our public dollars. Related to hate crimes, we support the HRC's continued annual publication of the county's hate crime statistics. We are encouraged to see the HRC's goal to start reporting both hate crimes and hate incidents. We can appreciate the legal distinction between a hate crime and a hate incident, but believe the report should also contain an analysis of hate incidents. Police officers and prosecutors have large discretion in determining which incidents escalate to hate crimes, and may be politically motivated to not characterize incidents as hate crimes when they otherwise should. The tools available to police officers and prosecutors to analyze an incident as a hate crime are limited. For example, absent explicit racial epithets or symbols, crimes are rarely marked to be race-motivated. Yet racial animus can be expressed in more implicit or subtle ways. Furthermore, people's experiences with hate have little to do with the act's legal classification. We believe it would be worthwhile for the HRC to analyze hate incidents annually, with a comparison to hate crimes, and to provide the county with a more accurate picture of the intergroup tensions that exist in the county. |
| 2  | I love so much about this! I'm hanging on every brilliant word – transforming hostility into peace! Wondering about the use of hate v. bias. Many of the inequities, such as disproportional suspension rates for AA males, are likely due to bias, not hate. Hate is hard to measure, but bias and discrimination can be evidenced by their outcomes. Instead of adding longer prison sentences for perpetrators, which often has the unintended effect of increasing connections to racially based [should this be hyphenated?] gangs, we need to develop restorative justice programs that increase offender empathy for the victim and reduce recidivism. Your use of 'RJ programs' is excellent in this context. LAUSD promotes the term "restorative practices" because it's more expansive and includes prevention and community building, whereas restorative justice is responsive and is reserved for identified victim:perpetrator situations. We don't want to wait until there is a harm before we step up. Your HRC work is the epitome of restorative practices. We start with RP for all, then end up with RJ for some.   |
| 2  | Goal 3 - Wonder about echoing the 'positive intergroup solidarity messages of unity and peace' that you state as priority 3 and ask to see more of those messages and actions, and the restorative approach you recommend in Priority 3. We tell our schools to focus on the desired replacement behaviors that they want to see more of, such as pro-social rather than anti-bullying. Anti-bullying messages increase divisiveness, anxiety and over-identification of bullying. Since no one self-identifies a bully, the message misses the intended target.  |
| 7  | Strategic Priority #3 - The introduction seems to be aimed at traditional gang activity in "affected neighborhoods.". Is that correct? How could this section be edited to demonstrate the need to focus also on White Supremacist groups and individuals? All four of the goals are written broadly enough to incorporate data and solutions for addressing all hate acts.   |
| 10 | Goal 3 - Make explicit that we are making improvements around outreach tools and strategies, not just numbers/reach.  |

**Strategic Priority 4 pgs 11-12**

|   |  |
|---|--|
| 2 | This is the only place that the acronym "HRC" appears. Consider spelling it out. If you have the bandwidth, would love to see a little blurb on the history of LACCHR  |
| 6 | We also ask that LACCHR recognize people with disabilities as invaluable stakeholders to engage with when it comes to Strategic Priority 4. A communications strategy which considers and accommodates the diverse, expansive needs of our disabled communities will, by nature, be extremely comprehensive. |
| 7 | I wonder if the strategic plan should define "human relations proficiencies" in this section.  |

**Strategic Priority 5 pgs 13-14**

|   |  |
|---|--|
| 7 | By providing consultation and training to County agencies, cities, and organizations, the Commission expands its influence and strengthens their capacity to advance equity and promote positive human relations. An example: The Commission presented to the Burbank Human Relations Council in April 2021. They identified the fact that they still have a lot of work to do, "but it shifted the conversation and brought together many in our community who weren't talking to one another or listening to one another." |
|---|--|

| Respondents |  |
|-------------|--|
| 1           | Care First South Pasadena  |
| 2           | Judy Chiasson LAUSD Commission on Human Relations, Diversity & Equity      |
| 3           | Coalition for Humane Immigrant Rights of Los Angeles                       |
| 4           | Gary Devlin and Nienchuen Ku   |
| 5           | Anissa Di Vincente Culver City Equity & Human Relations Advisory Committee |
| 6           | Kirsten Firstenberger Disability Community Resource Center                 |
| 7           | Carolina Goodman League of Women Voters of Greater Los Angeles             |
| 8           | Lucy Herrera Legacy LA   |
| 9           | Sky Jung Palmdale Human Rights Advisory Committee                          |
| 10          | Reid Wilson Long Beach Police Department Office of Constitutional Policing |
| 11          | Michele Wittig Santa Monica Coalition for Police Reform                    |

## **Proposed Revisions to LACCHR Strategic Plan FY 2022-25**

(Per the Commission’s Ad Hoc Strategic Planning Committee and its evaluation of the public comments/feedback received)

### **Pg 2 of the Proposed FY 2022-25 LACCHR Strategic Plan (which follows this document in the meeting packet)**

#### Current

OUR MISSION To promote better human relations in Los Angeles County by working to transform prejudice into acceptance, inequity into justice, and hostility into peace.

To be an unwavering force that uplifts and protects our most vulnerable, and builds vibrant, thriving communities, free from prejudice and inequity.

#### Suggested Revision

OUR MISSION To promote better human relations in Los Angeles County and help build vibrant, thriving communities by working to transform prejudice into acceptance, inequity into justice, and hostility into peace.

#### Current and Suggested Revision

- Human relations are at their best because fundamental human rights have been met for everyone and all groups, including our most basic human needs for safety, food, clothing, shelter, [access for persons with disabilities](#), education, health care, free expression, and a voice in governance.

### **Pg 4**

#### Current

Our use of the term “human relations” includes elements of our establishing ordinance such as eliminating prejudice and inequity; promoting public health, welfare, and security; promoting good will; eradicating prejudice, intolerance, and discrimination; lessening and eliminating prejudice and its effects; fostering attitudes which lead to civic peace and intergroup understanding; promoting equal opportunity and full acceptance of all persons; fostering mutual understanding and respect among all population groups; discouraging discriminatory practices; and identifying and ameliorating human relations problems.

“Human relations” also entails the study and promotion of healthy interpersonal and intergroup relationships, through both intervention and prevention, to foster enthusiastic regard for social diversity, to promote productive management of conflict, to promote respect

for and fulfillment of human rights for all, and to ensure equitable distribution and use of power. At its most basic level, it also means helping people get along with each other so that they actually enjoy their differences and trust their intentions, bridging separations between groups, and generating genuine equity and a fair opportunity for those who are being excluded or have been disadvantaged.

#### Suggested Revision

“Human relations” is the study and promotion of healthy interpersonal and intergroup relationships, through both intervention and prevention, to foster enthusiastic regard for social diversity, promote productive management of conflict, promote respect for and fulfillment of human rights for all, and ensure equitable distribution and use of power. Human relations specialists help bridge separations between groups so they value their differences and trust one another’s intentions for collaboration to generate genuine equity and fair opportunity for those who are being excluded or have been disadvantaged.

Key features of human relations work are highlighted in our establishing ordinance and include

- Eliminating prejudice, intolerance, discrimination, inequity, and their effects
- Promoting public health, welfare, and security
- Promoting good will
- Fostering attitudes which lead to civic peace and intergroup understanding
- Promoting equal opportunity and full acceptance of all persons
- Fostering mutual understanding and respect among all population groups
- Identifying and ameliorating human relations problems

#### **Pg 5**

#### Current

In order to ‘transform prejudice into acceptance,’ we must continue to focus on preparing more people with the knowledge, skills, abilities, as well as values, to lead now and in the future towards greater justice, equity, compassion, and non-violence in human relations. Recognizing that the county ordinance establishing the LACCHR speaks of its role to address discrimination and inequity broadly, some emerging human relations issues and cultural shifts include the impact of the pandemic on social isolation – namely in disadvantaged and targeted communities; change efforts related to housing insecurity; and the impact of social media on intergroup relations. This priority will also build on our longtime work with young people, particularly students, through our LA vs Hate work at schools (e.g., ARP-funded Dream Resource Centers, LA County’s Community Schools Initiative, etc.) We will also need to use indicators that serve as vital signs of racial equity in our county, track narratives and communications from key partners with a pulse on communities, and monitor hate crime and hate incident data.

### Suggested Revision

Human relations in Los Angeles County are constantly shifting, continually confronting us with new challenges and offering new opportunities. The county ordinance establishing the LACCHR requires that we address discrimination and inequity broadly. To fulfill this assignment, we must maintain awareness and agility in identifying and responding to human relations issues and cultural shifts as they emerge. Examples of such matters include the impact of the pandemic on social isolation and targeted communities, change efforts to address housing insecurity, environmental justice, the influence of social media on intergroup relations, justice for persons with disabilities, just immigration policy, and the distinct needs and potential of young people. Adequate response to these and other emerging issues will require ongoing attention to indicators that serve as vital signs of racial equity in our county, hate crime and hate incident data, and narratives and communications from key community partners.

**Pg 7**

Current and Suggested Revision

Racial discrimination and other inequities in our criminal justice systems are among the greatest barriers to our mission of “transforming inequity into justice.” ~~We want to build on the work done as part of our Policing and Human Relations Project, which produced our seminal report “Redefining Policing with Our Community”. We will advance the action recommendations in our “Redefining Policing” report.~~ Fundamental human rights are at issue ~~w~~When the likelihood of police misconduct or violence ~~death or recidivism~~ being arrested, jailed, shot, executed, or rearrested ~~after being released from incarceration~~ in LA County is tied to one’s race, ethnicity, gender, disability –or other protected characteristics– ~~fundamental human rights are at issue~~. We must strategically work to ~~change these systems to~~ break the cycle of incarceration. ~~We must by addressing root causes of violence in LA County invest more in communities suffering violence and investing in communities suffering violence~~ ~~get at the root causes and conditions of violence in LA County~~. We must address denounce racial and identity/ethnic profiling ~~and among~~ other police practices that undermine ~~good positive~~ police-community relations and have triggered the largest episodes of racial/ethnic violence in the history of Los Angeles. To eliminate systemic discrimination in our justice systems, we must ~~also move beyond policing and~~ uplift the public community safety continuum that includes non-police agencies responding to crises and addressing the ~~barriers and lack of support for those~~ challenges experienced disproportionately numbers of by people of color especially those who are justice-involved, entering and re-entering our criminal justice systems. We must also challenge systemic discrimination in our school disciplinary systems which have led to the overrepresentation of young people of color in the school-to-prison pipeline. In doing so, we must invest in building community safety strategies that center trauma-informed and harm-reduction approaches in crisis management and conflict resolution. ~~We must challenge systemic discrimination in our schools and justice systems that have led to the overrepresentation of young people of color in the school-to-prison pipeline.~~ ~~We want to build on our seminal report “Redefining Policing with Our Community” which details action recommendations we intend to advance.~~ We will not be limited to any single ~~policing-law enforcement~~ agency that operates within LA County, but we will turn our attention to whichever agency ~~—whether city- or school-based police departments—~~ that is in need of change in its policies, practices and procedures. We will work in concert with other LA County efforts and entities ~~(including the Countywide Criminal Justice Coordinating Committee (CCJCC), Civilian Oversight Commission, Inspector General, Alternatives to Incarceration (ATI), Care First and Community Investment (CFCI) (also known as Measure J), the Anti-Racism, Diversity and Inclusion (ARDI) initiative, etc.)~~ on all of the above-cited such issues, including as racial profiling and ~~reducing~~ the deadly impact of implicit biases in policing ~~use of force encounters~~. ~~We will also address legislation and policies at all levels—federal, state and local—that impact policing in LA County, such as the state’s Racial and Identity Profiling Act (RIPA).~~

**Pg 8**

**Goal 2**

Current and Suggested Revision

Between July 1, 2022 and June 30, 2025, increase by at least 10% each year the number of LA County units, cities, and organizations provided with consultation and/or training to build their capacity to provide co-response services and/or non-law enforcement alternatives ~~to proactively address core issues and root causes of poverty, violence, and inadequate education, health, safety and youth development.~~

**Pg 9**

Current and Suggested Revision

We must make sure our leadership and communities understand hate-motivated hostility (includes hate crimes and incidents), and act to effectively prevent and respond to it in ~~smart,~~ transformational, and socially responsible ways. “Transforming hostility into peace” requires that we build on and advance beyond current efforts. Instead of relying solely on ~~law enforcement~~ police to respond to hate crime based on race, ethnicity, national origin, religion, sexual orientation, gender, immigration status, and/or disability, we must demonstrate and replicate effective prevention and response strategies in affected neighborhoods ~~and communities~~. Instead of adding longer prison sentences for perpetrators, ~~which often has the unintended effect of increasing connections to racially based gangs,~~ we need to develop restorative justice programs that increase offender empathy for the victim and reduce recidivism. Instead of media focusing on coverage of a violent hate crime in ways that fuel intergroup tensions, we can create intergroup solidarity by ensuring a message of unity and peace from affected communities.

**Pg 11**

Current and Suggested Revision

The LACCHR has faced major changes and transitions in recent years. In order to fulfill its mission and vision, the Commission needs to develop a greater ability to assert and protect the fundamental human rights of vulnerable populations, especially during times of crisis. We need to create greater autonomy in our actions without having to be concerned about severe budget reductions or structural changes that can weaken the Commission’s effectiveness. We can do so by increasing the visibility, awareness and support of our Commission’s work among key stakeholders and the public, and ensuring ~~HRCour~~ programs are based on relationship building, practice-based evidence, and evidence-based practices. We aim to integrate human rights education and advocacy into our work, increase human relations proficiencies among staff, and promote such proficiencies in our department and throughout county government.

**Pg 12**

Current and Suggested Revision

GOAL 1 By January 1, 2023, develop and implement systems and procedures to address priority requests, including establishing criteria and procedures to prioritize requests, for the purpose of improving the quality of LACCHR’s response to requests for assistance from all constituents including: Board of Supervisors, CEO, Commissioners, Department executives, partners, organizations, constituents and other stakeholders.

GOAL 2 By ~~March 30, 2023, etween July 1, 2022 and June 30, 2025,~~ increase the scope and frequency of communications with partners and constituents to at least one weekly communication, in order to strengthen engagement and expand network of stakeholders.

**Commented [TR1]:** This revised target date reflects the anticipated hire of a communications specialist onto our staff, which we received in the supplemental budget.

~~GOAL 3 Between July 1, 2022 and June 30, 2025, increase by 25% each year the number of responses from LA County Board offices and other stakeholders to communications from the Commission and staff that raise our visibility~~

**Commented [SR2]:** This Goal is problematic in that it requires us to measure something we're not measuring and won't figure out how to measure soon: "increase...number of responses...to communications". We don't know how many responses to our communications we had before July 1, 2022 so we don't have the baseline this Goal requires and we don't have a way of counting responses now so we aren't collecting the data this Goal requires. If we are able to develop measures for this in the future, we can reconsider including it.

# LOS ANGELES COUNTY COMMISSION ON HUMAN RELATIONS

## PROPOSED FY 2022-2025 STRATEGIC PLAN



# MISSION, VISION, AND VALUES

## OUR MISSION

To promote better human relations in Los Angeles County by working to transform prejudice into acceptance, inequity into justice, and hostility into peace.

To be an unwavering force that uplifts and protects our most vulnerable, and builds vibrant, thriving communities, free from prejudice and inequity.

## OUR VISION

We envision a County where...

- Human relations are at their best because fundamental human rights have been met for everyone and all groups, including our most basic human needs for, safety, food, clothing, shelter, education, health care, free expression, and a voice in governance.
- All people and groups enjoy an equal opportunity to realize our full potential to do good for ourselves and our communities, unfettered by personal, institutional, or structural prejudice or discrimination, or abuse of power.
- It is the norm to value and draw upon cultural diversity to enrich all aspects of our lives, and to understand and appreciate individual differences and commonalities as well, so that everyone feels a sense of belonging.
- Through universally taught and practiced effective conflict resolution skills, we enjoy greater harmony in our intergroup and interpersonal relations, resulting in increased cooperation and collaboration between people and organizations.
- Our County government leads and models the highest level of respect for civil liberties, human rights, and the intrinsic dignity of every human being through its policy and budgetary priorities and practices.

## OUR CORE VALUES AND GUIDING PRINCIPLES

**Justice and Human Rights:** We strive for social justice. We believe the foundation of positive human relations is to treat everyone with respect that affirms their intrinsic dignity as a human being and protects and fulfills their fundamental human rights.

**Diversity and Inclusion:** We must continue to move beyond tolerance as a goal. We celebrate the splendid diversity of human cultures, identities, and expressions. We seek mutual understanding and the full acceptance and inclusion of everyone in the essential aspects of community life.

**Understanding and Compassion:** We know that if we seek to understand the perspective of others, if we listen intently, try to experience life from another’s point of view, our compassion for others will grow.

**Cooperation and Collaboration:** We engage others because we know that none of us succeeds alone, we need the support of others, and together we are stronger.

**Non-Violence:** We believe in the general principle of non-violence, knowing that violence begets violence. We must learn and teach how to express dissatisfaction, resolve conflicts, and achieve positive change peacefully, with respect for human dignity and without resorting to violence.

**Concrete Results and Deliberate Process:** We believe that the social transformation we seek requires dialogue, but not dialogue as an end in itself. We persevere to discover and devise solutions that bring about real change. We know that the process through which change is created is as important as the results. The ends never justify the means: the end result does not permit us to violate our principles to reach those results. So we consciously employ processes that respect and reflect our values.

**Teaching over Doing for Others:** We believe that our work is more effective, meaningful and long lasting when we emphasize teaching others how to do what needs to be done, instead of doing it for them.



# LACCHR STRATEGIC PRIORITIES AND GOALS FY 2022-2025

## WHAT DO WE MEAN BY “HUMAN RELATIONS?”

Our use of the term “human relations” includes elements of our establishing ordinance such as eliminating prejudice and inequity; promoting public health, welfare, and security; promoting good will; eradicating prejudice, intolerance, and discrimination; lessening and eliminating prejudice and its effects; fostering attitudes which lead to civic peace and intergroup understanding; promoting equal opportunity and full acceptance of all persons; fostering mutual understanding and respect among all population groups; discouraging discriminatory practices; and identifying and ameliorating human relations problems.

“Human relations” also entails the study and promotion of healthy interpersonal and intergroup relationships, through both intervention and prevention, to foster enthusiastic regard for social diversity, to promote productive management of conflict, to promote respect for and fulfillment of human rights for all, and to ensure equitable distribution and use of power. At its most basic level, it also means helping people get along with each other so that they actually enjoy their differences and trust their intentions, bridging separations between groups, and generating genuine equity and a fair opportunity for those who are being excluded or have been disadvantaged.



## STRATEGIC PRIORITY 1

### RESPONDING TO EMERGING HUMAN RELATIONS ISSUES & CULTURAL SHIFTS

In order to ‘transform prejudice into acceptance,’ we must continue to focus on preparing more people with the knowledge, skills, abilities, as well as values, to lead now and in the future towards greater justice, equity, compassion, and non-violence in human relations. Recognizing that the county ordinance establishing the LACCHR speaks of its role to address discrimination and inequity broadly, some emerging human relations issues and cultural shifts include the impact of the pandemic on social isolation – namely in disadvantaged and targeted communities; change efforts related to housing insecurity; and the impact of social media on intergroup relations. This priority will also build on our longtime work with young people, particularly students, through our LA vs Hate work at schools (e.g., ARP-funded Dream Resource Centers, LA County’s Community Schools Initiative, etc.) We will also need to use indicators that serve as vital signs of racial equity in our county, track narratives and communications from key partners with a pulse on communities, and monitor hate crime and hate incident data.

# STRATEGIC PRIORITY 1

## GOAL 1

By June 30, 2023, create and implement a process for tracking key indicators and other information to identify emerging human relations issues and relevant cultural shifts.

## GOAL 2

Between July 1, 2022, and June 30, 2025, respond to at least 3 identified human relations issues or relevant cultural shifts with: a summary of key information, at least 1 informational and action-planning event, and intervention that contributes to change in public or private institutional policy or practice in LA County.



## STRATEGIC PRIORITY 2

### INCREASING EQUITY AND JUSTICE IN LA COUNTY'S CRIMINAL JUSTICE SYSTEMS

Racial discrimination and other inequities in our criminal justice systems are among the greatest barriers to our mission of “transforming inequity into justice.” We want to build on the work done as part of our Policing and Human Relations Project, which produced our seminal report “Redefining Policing with Our Community”. We will advance the action recommendations in our “Redefining Policing” report. When the likelihood of being arrested, jailed, shot, executed, or rearrested after being released from incarceration in LA County is tied to one’s race, ethnicity, gender or other protected characteristics, fundamental human rights are at issue. We must strategically work to change these systems to break the cycle of incarceration. We must invest more in communities suffering violence and get at the root causes and conditions of violence in LA County. We must address racial/ethnic profiling and other police practices that undermine good police-community relations and have triggered the largest episodes of racial/ethnic violence in the history of Los Angeles. To eliminate systemic discrimination in our justice systems, we must also move beyond policing and uplift the public safety continuum that includes agencies addressing the barriers and lack of support for those disproportionate numbers of people of color entering and re-entering our criminal justice systems. In doing so, we must invest in building community safety strategies that center trauma-informed and harm-reduction approaches. We must challenge systemic discrimination in our schools and justice systems that have led to the overrepresentation of young people of color in the school-to-prison pipeline. We will not be limited to any single policing agency that operates within LA County, but we will turn our attention to whichever agency – whether city- or school-based police departments – that is in need of change in its policies, practices and procedures. We will work in concert with other LA County efforts and entities (including the Countywide Criminal Justice Coordinating Committee (CCJCC), Civilian Oversight Commission, Inspector General, Alternatives to Incarceration (ATI), Care First and Community Investment (CFCI) (also known as Measure J), the Anti-Racism, Diversity and Inclusion (ARDI) initiative, etc.) on such issues as racial profiling and reducing the deadly impact of implicit bias in use of force encounters. We will also address legislation and policies at all levels – federal, state and local - that impact policing in LA County, such as the state’s Racial and Identity Profiling Act (RIPA).





## STRATEGIC PRIORITY 2

### GOAL 1

Between July 1, 2022 and June 30, 2025, achieve a major system reform to produce more equitable treatment in L.A. county criminal justice systems (including its constituent agencies such as the Sheriff’s Department, the District Attorney, the Probation Department, and city-based police departments) for at least three groups, at least one of which is affected by housing insecurity, at least one of which is affected by policing inequity (including but not limited to oppression and repression based on race, class and other protected characteristics), and one of which may be affected by other selected issues of fairness.

### GOAL 2

Between July 1, 2022 and June 30, 2025, increase by at least 10% each year the number of LA County units, cities, and organizations provided with consultation and/or training to build their capacity to provide co-response services and/or non-law enforcement alternatives to proactively address core issues and root causes of poverty, violence, and inadequate education, health, safety and youth development.

## STRATEGIC PRIORITY 3

### DOCUMENTING, PREVENTING, AND RESPONDING TO HATE

We must make sure our leadership and communities understand hate-motivated hostility (includes hate crimes and incidents), and act to effectively prevent and respond to it in smart, transformational, and socially responsible ways. “Transforming hostility into peace” requires that we build on and advance beyond current efforts. Instead of relying solely on police to respond to hate crime based on race, ethnicity, national origin, religion, sexual orientation, gender, immigration status, and/or disability, we must demonstrate and replicate effective prevention and response strategies in affected neighborhoods. Instead of adding longer prison sentences for perpetrators, which often has the unintended effect of increasing connections to racially based gangs, we need to develop restorative justice programs that increase offender empathy for the victim and reduce recidivism. Instead of media focusing on coverage of a violent hate crime in ways that fuel intergroup tensions, we can create intergroup solidarity by ensuring a message of unity and peace from affected communities.





## STRATEGIC PRIORITY 3

### GOAL 1

Between July 1, 2022, and June 30, 2025, compile, analyze, and report annually information on hate acts (both hate crimes and hate incidents) in LA County.

### GOAL 2

Between July 1, 2022 and June 30, 2025, participate in the creation or revision of the policies or practices of at least 3 municipal or LA County government, educational institution, or public accommodation (restaurants, transportation, hotels, and other such businesses serving the public) organizations to strengthen prevention or response to hate acts.

### GOAL 3

Between July 1, 2022 and June 30, 2025, increase by 10,000 each year the number of people participating in anti-hate messaging and action.

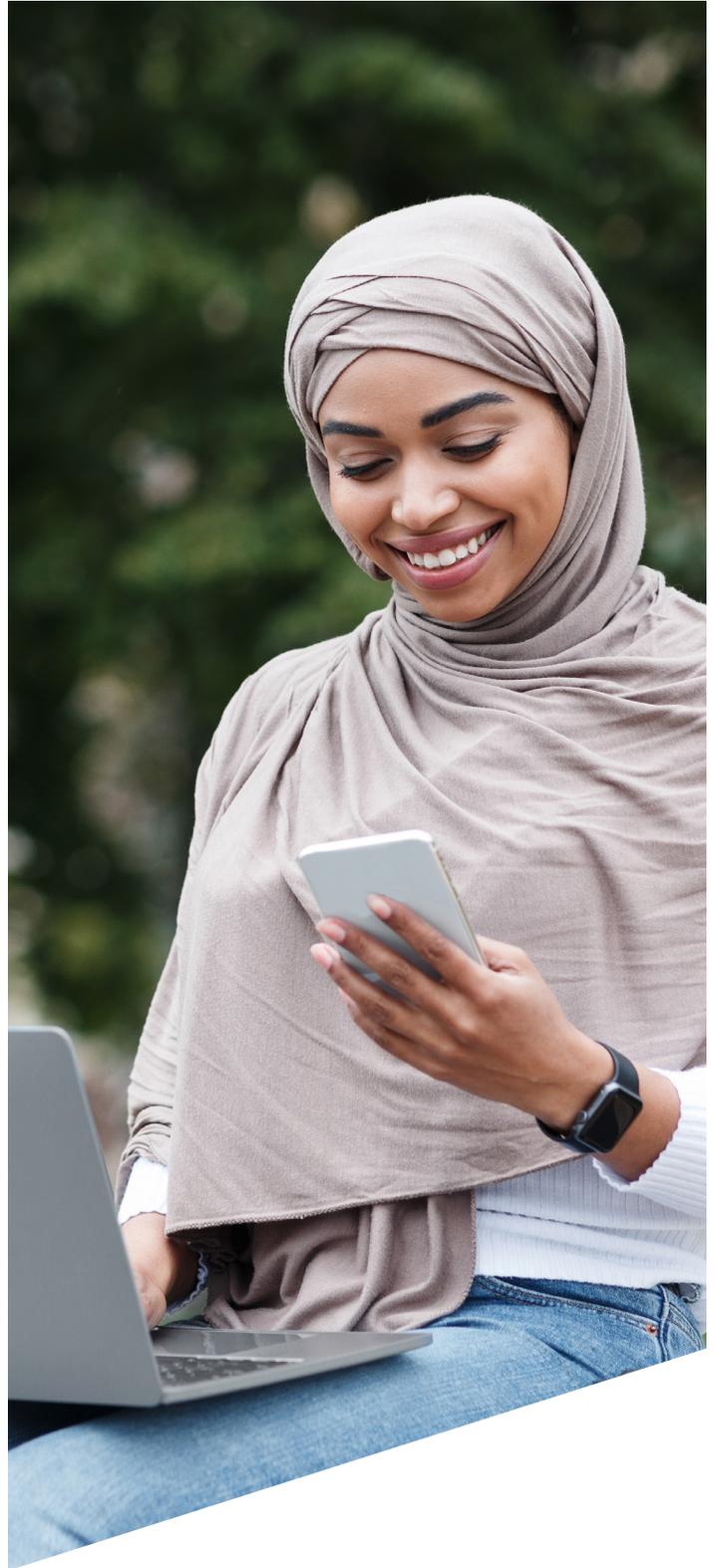
### GOAL 4

Between July 1, 2022 and June 30, 2025, increase by 15 the number of organizations collaborating to provide services to persons targeted by hate acts.

## STRATEGIC PRIORITY 4

### ENGAGING INTERNAL AND EXTERNAL STAKEHOLDERS WITH A COMPREHENSIVE COMMUNICATIONS STRATEGY

The LACCHR has faced major changes and transitions in recent years. In order to fulfill its mission and vision, the Commission needs to develop a greater ability to assert and protect the fundamental human rights of vulnerable populations, especially during times of crisis. We need to create greater autonomy in our actions without having to be concerned about severe budget reductions or structural changes that can weaken the Commission’s effectiveness. We can do so by increasing the visibility, awareness and support of our Commission’s work among key stakeholders and the public, and ensuring HRC programs are based on relationship building, practice-based evidence, and evidence-based practices. We aim to integrate human rights education and advocacy into our work, increase human relations proficiencies among staff, and promote such proficiencies in our department and throughout county government.



## STRATEGIC PRIORITY 4

### GOAL 1

By January 1, 2023, develop and implement systems and procedures to address priority requests, including establishing criteria and procedures to prioritize requests, for the purpose of improving the quality of LACCHR's response to requests for assistance from all constituents including: Board of Supervisors, CEO, Commissioners, Department executives, partners, organizations, constituents and other stakeholders.

### GOAL 2

Between July 1, 2022 and June 30, 2025, increase the scope and frequency of communications with partners and constituents to at least one weekly communication, in order to strengthen engagement and expand network of stakeholders.

### GOAL 3

Between July 1, 2022 and June 30, 2025, increase by 25% each year the number of responses from LA County Board offices and other stakeholders to communications from the Commission and staff that raise our visibility.





## STRATEGIC PRIORITY 5

### BUILD CAPACITY OF LA COUNTY AGENCIES, CITIES, AND ORGANIZATIONS TO ADVANCE EQUITY AND PROMOTE POSITIVE HUMAN RELATIONS

To have a greater impact with limited staff resources in such a large and populous county, we need to increasingly build the capacity of communities and institutions, and away from service delivery-oriented projects that are dependent on our individual staff relations and skills and cannot be institutionalized or replicated in other contexts. As the County’s Human Relations Commission, we need to strengthen our leadership among the other governmental and non-governmental human relations agencies in our county. Sharing resources and information can produce impactful results and increase coordination and collaboration on key issues and solutions. Education and training are important parts of capacity-building work.

## STRATEGIC PRIORITY 5

### GOAL 1

Between July 1, 2022 and June 30, 2025, increase by at least 10% each year the number of LA County agencies, cities, and organizations provided with consultation and/or training to build their capacity for advancing equity and promoting positive human relations.

### GOAL 2

Expand the sharing of information and resources among the city-based human relations commissions and similar agencies in the county by increasing the number of new partnerships to 25% of those entities by June 30, 2025, with the goal of undertaking or joining in coordinated efforts to advance a human relations end, such as joining the LA vs Hate campaign.







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